

TIMOTHY D.W. WILLIAMS
ARBITRATOR — HEARING OFFICER — FACILITATOR
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EDUCATION

Received his BA from Bethel College and his MA and PhD from the University of Minnesota. His major emphasis in all three degrees was on the broad field of Communication with special emphasis on Organizational Communication and Conflict Management. His study included work in the area of Negotiation Theory and the Social Psychology of Conflict. He is currently Adjunct Professor in the Graduate School of Public Administration at Portland State University.

BACKGROUND

First listed as an arbitrator and factfinder by the Oregon Employment Relations Board in 1974. Since that time he has also been listed on state panels in Washington, Idaho, Montana, Alaska and California. He is a member of the National Labor Panel of the Federal Mediation and Conciliation Service. In 1984 he was accepted into the National Academy of Arbitrators. He is also an experienced commercial arbitrator in the construction industry. As a full-time arbitrator, Mr. Williams handles a substantial number of cases each year including factfinding, interest arbitration and grievance arbitration.

EXPERIENCE

Public Sector by Industry: PUBLIC SCHOOLS (teachers and classified employees); EDUCATION SERVICE DISTRICTS (teachers and classified employees); COMMUNITY COLLEGES (teachers and classified employees); CITIES AND COUNTIES (police and sheriff, fire fighters, clerical, blue collar, white collar, supervisory, state police); FEDERAL GOVERNMENT (Immigration and Naturalization Service); POSTAL SERVICE; PUBLIC TRANSPORTATION DISTRICTS and PUBLIC HOSPITALS.

Public Sector by Type of Dispute: DISCIPLINE AND DISCHARGE (absenteeism, insubordination, intoxication, poor performance, progressive discipline, dishonesty); NONRENEWAL OF PROBATIONARY TEACHERS; PAY DISPUTES (placement on the salary schedule, denial of merit increases, salary schedules); LEAVES OF ABSENCE (personal, sabbatical, sick, maternity, business, medical); HOLIDAYS; JOB ANALYSIS AND JOB EVALUATION; CONTRACT INTERPRETATION; SENIORITY (calculation, application); LAYOFF AND RECALL (bumping, recall); DISCRIMINATION; PROMOTION; TRANSFER, ARBITRABILITY.

Private Sector by Industry: Telephone, steel, metal processing, trucking, manufacturing wholesale trade, warehousing, retail trade, health care, pulp and paper, publishing, food processing, construction, boat building, aerospace and airline.

Private Sector by Type of Dispute: DISCIPLINE AND DISCHARGE (absenteeism, insubordination, dishonesty, poor performance); SENIORITY (recall, bumping, order of layoff); PAY DISPUTES (overtime, premium pay, shift work); VACATIONS; HOLIDAYS; HEALTH AND WELFARE BENEFITS; MANAGEMENT RIGHTS; UNION RIGHTS; CONTRACT INTERPRETATION; PAST PRACTICE; ARBITRABILITY.

PANELS

Serves or has served on Veterans Administration/AFGE; Chemeketa Community College/OEA; State of Oregon/OPEU, Local 503, SEIU; Steel Industry/United Steelworkers of America, Seattle area; Oregon Health Sciences University/ONA; U.S. Postal Service/American Postal Workers Union; State of Alaska/AFSCME Local 52; Tidewater Barge Lines/Inlandboatmen's Union of the Pacific; Washington State Marine Commission; Silver Eagle Trucking/Teamsters Local 81; Kenyon Cold Storage/Teamsters Local 760.

PROFESSIONAL AFFILIATIONS

National Academy of Arbitrators; Industrial Relations Research Association; National Speakers Association.

FEES

Per Diem: \$1190 per day for hearing, study and writing time. Postponement and Cancellation: Once hearing date is agreed upon, one-half day per diem (per scheduled day of hearing) if thirty-one (31) calendar days or more notice is given; one day per diem (per scheduled day of hearing) if notice is received thirty (30) calendar days or less prior to hearing. Costs to be reimbursed include mileage, meals, lodging, secretarial fees, copying and postage.

TIMOTHY D.W. WILLIAMS
ARBITRATOR — HEARING OFFICER — FACILITATOR

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ARBITRATOR TIMOTHY WILLIAMS

FEES:

Effective March 1, 2015

PER DIEM FEE: \$1190.00 **DOCKETING FEE:** None **CANCELLATION FEE:** (See Below)

Grievance Arbitration: The fee is \$1190.00 per day for hearing, and for research and preparation of the opinion and award. A hearing day is any portion of a day up to seven (7) hours. Hearings lasting longer than seven (7) hours are prorated at \$170/hour. Time for research and preparation is prorated.

Interest Arbitration, Fact-Finding and Labor Mediation: Arbitrator charges \$1190.00 per day (for up to 7 hours). Time for research and preparation is prorated at \$170/hour. Hearings and mediation sessions lasting longer than seven (7) hours are prorated at \$170/hour.

Cancellation Policy: If the scheduled hearing is cancelled with notice of thirty (30) calendar days or less, the per diem fee for each scheduled day of hearing shall be charged unless the Parties substitute an alternative case. If the scheduled hearing is cancelled with notice of thirty-one (31) calendar days or more, one half (1/2) the per diem fee for each day of hearing shall be charged if another matter cannot be set in its place. A postponement is treated as a cancellation except for a first postponement. For a first postponement, if the parties immediately initiate the process of rescheduling, no fee is charged.

Travel Time: When travel time extends beyond the hearing day (seven [7] hours), travel time is billed at a prorated fee of \$170/hour.

Expenses: Arbitrator charges actual cost of reasonable expenses, including airfare, car rental, food and lodging. Automobile mileage is charged at the applicable IRS expense rate. Additional charges are billed for copying, phone, postage and clerical assistance.

When the cost of travel to the hearing site exceeds \$1,000, the Arbitrator reserves the right to do an interim billing to recover the cost of that travel. Time and expenses are billed from the office nearest the hearing location.

Note: Timothy Williams has incorporated his arbitration practice under the name NorthWest Resolutions, Inc. Tax identification numbers include:

Federal: 93-0937606

Oregon: 0387244-7

Washington: 601 885 067 4